

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA

Richmond Division

TERRELL MANUEL, *et al.*,
Plaintiffs,

v.

WELLS FARGO BANK, NATIONAL
ASSOCIATION,
Defendant.

Civil No. 3:14cv238 (DJN)

**ORDER OF FINAL APPROVAL OF CLASS ACTION SETTLEMENT, ATTORNEYS'
FEES AND CLASS REPRESENTATIVE SERVICE AWARD**

1. For the reasons below and those set forth in the accompanying Memorandum Opinion, Plaintiffs' Motion for Final Approval of Class Action Settlement, Application for Service Award to the Class Representative, and Application for Award of Attorneys' Fees (ECF No. 128) is hereby GRANTED.

2. Pursuant to Fed. R. Civ. P. 23(e), the Settlement of this action, as embodied in the terms of the Settlement Agreement, is hereby finally approved. The Settlement Agreement is hereby incorporated by reference into this Final Order and Judgment Approving Settlement and Dismissing Action ("Order"). Capitalized terms in this Order shall, unless otherwise defined, have the same meaning as in the Settlement Agreement.

3. On August 19, 2015, the Court certified two classes of individuals: the Impermissible Use Class and the Adverse Action sub-class (together, the "Settlement Class.") (Doc. 96.) Pursuant to the Settlement Agreement, the Court approved amendments to the class definitions as agreed by the parties finding that the amended class definitions meet the requirements of Fed. R. Civ. P. 23(a) and (b)(3). (Doc. 118.)

4. Pursuant to Fed. R. Civ. P. 23, the Court hereby finally certifies the following

Settlement Classes:

Impermissible Use Class:

The 15 U.S.C. § 1681b(b)(2) class is certified as:

All natural persons residing in the United States (including all territories and other political subdivisions of the United States), who applied for an employment position with Defendant or any of its subsidiaries between April 1, 2012, and May 31, 2015, and as part of this application process were the subject of a consumer report obtained by Defendant, and to whom Defendant attempted the disclosures required at 15 U.S.C. § 1681b(b)(2)(A) through the First Advantage forms and/or portal.

There are 229,393 members of the class. Class size is a material term of the settlement.

Adverse Action Class:

The 15 U.S.C. § 1681b(b)(3) class is certified as:

All natural persons residing in the United States (including all territories and other political subdivisions of the United States), who applied for an employment position with Defendant or any of its subsidiaries from April 1, 2012 until November 30, 2015, and as part of this application process were the subject of a consumer report obtained by Defendant, (a) who Defendant rejected for employment; (b) and to whom Defendant did not provide a copy of the consumer report as stated at 15 U.S.C. § 1681b(b)(3)(A) at least five business days before the date the consumer report at First Advantage was first coded as ineligible for hire.

There are 5,840 members of the class, which class size is a material term of the settlement.

4. The Court specifically finds that:
 - a. The Class is so numerous that joinder of all members is impracticable.
 - b. There are questions of law or fact common to the Class.
 - c. The claims of Representative Plaintiff is typical of the claims of the Class that Representative Plaintiff seeks to certify.

- d. Representative Plaintiff and Plaintiff's Counsel will fairly and adequately protect the interests of the Class.
- e. The questions of law or fact common to members of the Class, and which are relevant for settlement purposes, predominate over the questions affecting only individual members.
- f. Certification of the Class is superior to other available methods for fair and efficient adjudication of the controversy.

5. The Court appoints Terrell Manuel as representative of the Settlement Class, and finds that he meets the requirements of Fed. R. Civ. P. 23.

6. The Court appoints the following lawyers as class counsel to the Settlement Class, and finds that they meet the requirements of Fed. R. Civ. P. 23:

Leonard A. Bennett
Susan M. Rotkis
763 J. Clyde Morris Blvd., Suite 1-A
Newport News, VA 23601
(757) 930-3660

Christopher Colt North
William L. Downing
The Employee & Consumer Rights Law Firm, P.C.
751-A Thimble Shoals Blvd.
Newport News, VA 23606

7. As set forth in the Class Notice, this Court convened the Final Approval Hearing at 1:00 p.m. on March 15, 2016, in the United States District Court for the Eastern District of Virginia in Richmond, Virginia. The parties appeared through their counsel and no other class members were in attendance.

8. For the reasons set forth in the accompanying Memorandum Opinion, the Court finds that notice previously given to Class Members in the Action was the best notice practicable under the circumstances, and satisfies the requirements of due process and Fed. R. Civ. P. 23.

9. For the reasons set forth in the accompanying Memorandum Opinion, this Court finds that the terms of the Settlement and the Settlement Agreement, including all exhibits thereto are fair, adequate and reasonable, and are in the best interest of the Settlement Class. Accordingly, the Settlement Agreement should be and is approved and shall govern all issues regarding the Settlement and all rights of the Parties, including the Settlement Class Members.

10. Upon consideration of Class Counsel's application for attorneys' fees and litigation costs, the Court finds that the fee requested by Class Counsel as a percentage of the amount recovered for the class is properly fixed at 25% of the cash settlement obtained for the Class. Therefore, the aggregate amount of the Attorney Fee/Litigation Cost Award is hereby fixed at \$ 3,000,000.00. This aggregate award resolves, without limitation, all claims for attorneys' fees and litigation costs incurred by (a) Class Counsel, (b) any other counsel representing (or purporting to represent) Plaintiffs or Class Members (or any of them), and (c) Representative Plaintiffs or the Class Members (or any of them) in connection with or related to any matter in the Action, the Settlement, the administration of the Settlement, and any of the matters or claims within the scope of the Release, as provided in Section VIII of the Settlement Agreement.

11. Upon consideration of Representative Plaintiffs' application for a service award, the amount of the Class Representative Award is hereby fixed at \$10,000.00 (ten thousand dollars) to be paid to Terrell Manuel.

12. Upon consideration of the request for approval of a *cy pres* recipient and pursuant to the Settlement Agreement, the Court finds that the Peninsula Community Foundation is an appropriate recipients of a settlement excess amount, if any.

13. In accordance with the Settlement Agreement, and to effectuate the Settlement, the Settlement Administrator shall cause:

(a) the Settlement Payments to be provided to Settlement Class Members in accordance with the terms of the Settlement Agreement;

(b) the aggregate Attorney Fee/Litigation Cost Award made in Paragraph 10 above to be disbursed to Class Counsel in accordance with the terms of the Settlement Agreement;

(c) the Class Representative Award made in Paragraph 11 above to be disbursed to Class Counsel in accordance with the terms of the Settlement Agreement;

(d) the Settlement Administration Costs to be paid in accordance with the terms of the Settlement Agreement; and

(e) the Settlement Amount Excess, if any, to be paid to the Peninsula Community Foundation accordance with the terms of the Settlement Agreement and Paragraph 12 above.

14. The Action and all claims against the Defendant are hereby dismissed on the merits and with prejudice. The judgment shall be without costs to any Party.

15. There are a total of 358 Class Members who validly excluded themselves from this action. Therefore, each individual whose name appears on Exhibit 1 attached to this Order are EXCLUDED from class membership.

16. No Class Member filed or served a valid objection to the Settlement. Therefore, pursuant to paragraph 1.11 of the Settlement Agreement, the Effective Date shall be the date this order is entered.

17. Representative Plaintiff and each Class Member shall be forever bound by this Order and the Settlement Agreement including the Release set forth in Section IX of the Settlement Agreement.

18. The Release set forth in paragraph 15 above and in Section IX of the Settlement Agreement shall have *res judicata* and other preclusive effect in all pending and future claims, lawsuits, other proceedings maintained by or on behalf of Representative Plaintiffs, Class Members and each of the Releasing Persons concerning matters and claims that were or could have been asserted in the Action, and/or are encompassed within the scope of the Release, as embodied in Section IX of the Settlement Agreement.

19. The Defendant and all Released Persons each are hereby forever discharged by Representative Plaintiffs, Class Members and the Releasing Parties from all matters and claims within the scope of the Release, as embodied in the Settlement Agreement.

20. Representative Plaintiffs and every Class Member who did not validly exclude himself or herself are permanently enjoined from bringing, joining, assisting in, or continuing to prosecute against the Defendant or any Released Person any claim that was brought in the Action for which a release is being given under the Settlement Agreement.

21. This Order, the Settlement Agreement, any document referred to in this Order, any action taken to carry out this Order, any negotiations or proceedings related to any such documents or actions, and the carrying out of and entering into the terms of the Settlement Agreement, shall not be construed as, offered as, received as or deemed to be evidence, impeachment material, or an admission or concession with regard to any fault, wrongdoing or liability on the part of the Defendant whatsoever in the Action, or in any other judicial, administrative, regulatory action or other proceeding; provided, however, this Order may be filed in any action or proceeding against or by the Defendant or the Released Persons, or any one of them, to enforce the Settlement Agreement or to support a defense of *res judicata*, collateral estoppel, release, accord and satisfaction, good faith settlement, judgment bar or reduction, or any theory of claim preclusion or issue preclusion or similar defense or counterclaim.

22. The notice required by 28 U.S.C. § 1715 has been provided, more than 90 days will have passed between when that notice was given and the effective date of this Final Order, and there shall be no basis under 28 U.S.C. § 1715(e) for any Class Member to refuse or fail to be bound by the Settlement Agreement or this Order.

23. In the event that Final Approval is not achieved for any reason, then the Settlement Agreement, this Final Order, the certification of the Settlement Class and all other terms herein, together with any other orders or rulings arising from or relating to the Settlement Agreement, shall be void and their effect vacated.

24. Except as expressly provided for in this Final Order and Judgment, the Settlement Agreement shall govern all matters incident to the administration of the Settlement hereafter, including applicable deadlines, until further order of this Court or written agreement of the Parties.

25. Without in any way affecting the finality of this Final Order and Judgment for purposes of appeal, this Court hereby retains jurisdiction as to all matters relating to the interpretation, administration, implementation, effectuation and/or enforcement of the Settlement Agreement and/or this Order.

Let the Clerk send a copy of this Order to all counsel of record.

It is so ORDERED.

/s/ 

David J. Novak
United States Magistrate Judge

Richmond, Virginia
Date: March 15, 2016

EXHIBIT 1



Terrell Manuel, et al., v. Wells Fargo, N.A.
Valid Request for Exclusion Submissions

Tracking Number	First Name	Last Name	Doc ID	Doc Type	Doc Status	Postmark	Received
222117	PAUL	WOODS	900000001	Opt Out	Complete	01/19/2016	01/22/2016
198178	SUZETTE	ASMAR-O'GUIN	900000002	Opt Out	Complete	01/21/2016	01/25/2016
10145	KERRY	JOHNSON	900000003	Opt Out	Complete	01/22/2016	01/25/2016
83529	SHANEK	TELPHIA	900000004	Opt Out	Complete	01/20/2016	01/25/2016
80393	GABRIELA	DULANTO IZQUIERDO	900000005	Opt Out	Complete	01/20/2016	01/25/2016
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63329	MARTHA	RAY	900000174	Opt Out	Complete	02/08/2016	02/11/2016
128261	STEVENSON	BRUNEUS	900000175	Opt Out	Complete	02/05/2016	02/11/2016
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214127	NATARAJAN	CHIDAMBARAM	900000179	Opt Out	Complete	02/09/2016	02/12/2016
73594	CONNIE	REHBEIN	900000181	Opt Out	Complete	02/10/2016	02/12/2016
165790	DANA	MARSH	900000182	Opt Out	Complete	02/09/2016	02/12/2016
112754	NATALIE	NIELSEN	900000183	Opt Out	Complete	02/08/2016	02/12/2016
68990	RONALD	CARPER	900000184	Opt Out	Complete	02/11/2016	02/12/2016
64778	JEFFREY	HALL	900000185	Opt Out	Complete	02/09/2016	02/12/2016
152968	DANIEL	COOGLE	900000186	Opt Out	Complete	02/09/2016	02/12/2016
27804	LISA	LUNNY	900000187	Opt Out	Complete	02/09/2016	02/12/2016
37762	TIMOTHY	CARLSON	900000189	Opt Out	Complete	02/08/2016	02/15/2016
216988	SURAJ	NICHANI	900000190	Opt Out	Complete	02/11/2016	02/11/2016
71642	MINHAL	YOUSIF	900000191	Opt Out	Complete	02/11/2016	02/15/2016
153188	ROBERT	JONES	900000192	Opt Out	Complete	02/12/2016	02/15/2016
147506	PAIGE	EBANKS	900000193	Opt Out	Complete	02/11/2016	02/15/2016
214320	CRESCENCIO	CANTOR	900000194	Opt Out	Complete	02/12/2016	02/15/2016
50145	ERIC	FEREDAY	900000195	Opt Out	Complete	02/11/2016	02/15/2016
19865	RYAN	WALLACE	900000196	Opt Out	Complete	02/09/2016	02/15/2016
179632	ANGELA	TATE	900000198	Opt Out	Complete	02/11/2016	02/15/2016
157516	DEBRA	BURK	900000200	Opt Out	Complete	02/10/2016	02/16/2016
212768	LAURA	BLACKBURN	900000201	Opt Out	Complete	02/12/2016	02/16/2016
42311	SHAHAZ	KESHAVARZI KHANSAR	900000202	Opt Out	Complete	02/12/2016	02/16/2016
164104	ADAM	PINA	900000203	Opt Out	Complete	02/11/2016	02/16/2016
212932	BRITTANY	LINGBECK	900000204	Opt Out	Complete	02/12/2016	02/16/2016
145460	MATTHEW	MARTINO	900000205	Opt Out	Complete	02/12/2016	02/16/2016
175400	NICOLE	BECK	900000206	Opt Out	Complete	02/12/2016	02/16/2016
112513	ASHLEY	LA BORE	900000207	Opt Out	Complete	02/12/2016	02/16/2016



194200	THOMAS	HORRIGAN	900000208	Opt Out	Complete	02/02/2016	02/17/2016
204062	NGOZI	IGBANUGO	900000209	Opt Out	Complete	02/16/2016	02/18/2016
162371	REBEKAH	LAUSENG	900000210	Opt Out	Complete	02/16/2016	02/18/2016
155978	JEREMY	LEE	900000211	Opt Out	Complete	02/16/2016	02/18/2016
164300	PUSHKAR	KARNIK	900000212	Opt Out	Complete	02/16/2016	02/19/2016
225023	SEAN	CARTER	900000213	Opt Out	Complete	02/16/2016	02/19/2016
228781	GERNITHE	DORRY	900000214	Opt Out	Complete	02/17/2016	02/19/2016
32659	BEATRIZ	SANDOVAL SANCHEZ	900000216	Opt Out	Complete	02/17/2016	02/19/2016
51979	NADIM	EL GAMAL	900000217	Opt Out	Complete	02/16/2016	02/19/2016
73524	JONATHAN	WALCH	900000218	Opt Out	Complete	02/16/2016	02/19/2016
217099	ROCIO	TXABARRIAGA	900000219	Opt Out	Complete	02/16/2016	02/19/2016
49030	IRMA	CAMACHO-ARREOLA	900000220	Opt Out	Complete	02/16/2016	02/19/2016
193674	LISA	CONNELL	900000221	Opt Out	Complete	02/16/2016	02/19/2016
201735	MARIA	ESCOBAR	900000222	Opt Out	Complete	02/16/2016	02/19/2016
119575	CAROLINA	MARIN	900000223	Opt Out	Complete	02/16/2016	02/19/2016
139006	MARC	DENSLINGER	900000224	Opt Out	Complete	02/16/2016	02/19/2016
219476	OLIVIA	BROUGH	900000225	Opt Out	Complete	02/16/2016	02/19/2016
92774	GAYLE	CAREY	900000226	Opt Out	Complete	02/16/2016	02/19/2016
2600	EMIL	MOKHTARIAN	900000227	Opt Out	Complete	02/16/2016	02/19/2016
161340	URMELA	DEODHARI	900000229	Opt Out	Complete	02/16/2016	02/19/2016
162493	JHOEL	GUTIERREZ	900000230	Opt Out	Complete	02/17/2016	02/19/2016
26374	WILLIAM	BENNETT	900000231	Opt Out	Complete	02/16/2016	02/19/2016
178284	NANISHA	LAKHAMONE	900000233	Opt Out	Complete	02/15/2016	02/19/2016
146947	ADILVANIA	DA COSTA-RESTA	900000234	Opt Out	Complete	02/16/2016	02/19/2016
114377	AUDREY	BUCHANAN	900000235	Opt Out	Complete	02/15/2016	02/22/2016
10684	GLENN	DWORKIN	900000236	Opt Out	Complete	02/19/2016	02/22/2016
146234	RIGOBERTO	VARGAS	900000237	Opt Out	Complete	02/18/2016	02/22/2016
200568	YAO	AIME KRA	900000238	Opt Out	Complete	02/19/2016	02/22/2016
41718	JENNALYN	PALICPIC	900000239	Opt Out	Complete	02/16/2016	02/22/2016
13122	PAUL	STEWART	900000240	Opt Out	Complete	02/18/2016	02/22/2016
102129	OSCAR	ESCALANTE PADILLA	900000241	Opt Out	Complete	02/17/2016	02/22/2016
181275	ROSA	SALDIAS COSTA	900000242	Opt Out	Complete	02/18/2016	02/22/2016
91520	SHAWN	LEONARDI	900000243	Opt Out	Complete		02/22/2016
181479	CATHERINE	HIGHBERGER	900000244	Opt Out	Complete	02/17/2016	02/22/2016
127351	DENISE	LINDSLY	900000245	Opt Out	Complete		02/22/2016
28205	ASHLEY	MERRITT	900000246	Opt Out	Complete	02/20/2016	02/23/2016
62715	VERONICA	FLORES	900000247	Opt Out	Complete	02/19/2016	02/23/2016
134602	VALERIE	SCHLOTHAUER	900000248	Opt Out	Complete	02/19/2016	02/23/2016
105668	DAVID	MISCH	900000249	Opt Out	Complete	02/19/2016	02/23/2016
1167	RENATO	SANTOS	900000250	Opt Out	Complete	02/19/2016	02/23/2016
217732	ASHLEY	THOMAS	900000251	Opt Out	Complete	02/19/2016	02/23/2016
224485	NICHOLAS	ANDERSON	900000252	Opt Out	Complete	02/18/2016	02/23/2016
61074	KASSECH	FUNDUSA	900000253	Opt Out	Complete	02/19/2016	02/23/2016
49750	JEREMY	STEWART	900000254	Opt Out	Complete	02/18/2016	02/23/2016
208817	DORA	TOLENTINO	900000255	Opt Out	Complete	02/19/2016	02/23/2016
196064	SAMUEL	SARMIENTO	900000256	Opt Out	Complete	02/19/2016	02/23/2016
229966	RANDLE	HILLIARD	900000257	Opt Out	Complete	02/19/2016	02/23/2016
86671	LAURA	VILLEGAS	900000258	Opt Out	Complete	02/19/2016	02/23/2016
70126	SUDHA	CELLAKKANNU	900000259	Opt Out	Complete	02/20/2016	02/23/2016



		SUGUMAR					
72680	EDWARD	FRANCE	900000260	Opt Out	Complete	02/20/2016	02/23/2016
31298	ANDREW	WELTKEN	900000261	Opt Out	Complete	02/18/2016	02/23/2016
49805	TIFFANY	RUSSELL	900000262	Opt Out	Complete	02/20/2016	02/23/2016
75799	NEDEYA	STOYANOVA	900000263	Opt Out	Complete	02/20/2016	02/23/2016
152805	KRYSTAL	VAZQUEZ	900000265	Opt Out	Complete	02/18/2016	02/23/2016
139701	LOGAN	CARTER	900000266	Opt Out	Complete	02/18/2016	02/23/2016
51516	JACQUELLINE	CARTER	900000267	Opt Out	Complete	02/18/2016	02/23/2016
183385	JUAN	MELLENDEZ	900000268	Opt Out	Complete	02/20/2016	02/23/2016
50766	DEANNA	MCGEE	900000269	Opt Out	Complete	02/20/2016	02/23/2016
165374	DARIUS	THOMAS	900000270	Opt Out	Complete	02/18/2016	02/23/2016
59831	ELENA	ALEXANDREAN	900000271	Opt Out	Complete	02/18/2016	02/23/2016
78501	ERIN	BROWN	900000272	Opt Out	Complete	02/17/2016	02/23/2016
197829	RENATA	MEREDITH	900000273	Opt Out	Complete	02/17/2016	02/23/2016
204951	ANGELO	DEPAOLO	900000274	Opt Out	Complete	02/18/2016	02/23/2016
70461	KAYTIE	RILEY	900000275	Opt Out	Complete	02/17/2016	02/23/2016
4139	MEGAN	WINTERS	900000276	Opt Out	Complete	02/17/2016	02/23/2016
183846	NATHAN	WINTERS	900000277	Opt Out	Complete	02/17/2016	02/23/2016
78399	TIMOTHY	DRENZEK	900000278	Opt Out	Complete	02/17/2016	02/23/2016
64525	BRYAN	LATORRE	900000279	Opt Out	Complete	02/19/2016	02/23/2016
123684	PURNA	CHANDRA KUNTALA	900000280	Opt Out	Complete	02/19/2016	02/23/2016
31171	JACALYN	BATTERSON	900000281	Opt Out	Complete	02/19/2016	02/23/2016
110673	MICHELE	GREER	900000282	Opt Out	Complete	02/19/2016	02/23/2016
21147	SCOTT	HOVIOUS	900000283	Opt Out	Complete	02/20/2016	02/23/2016
104194	URMELA	DEODHARI	900000284	Opt Out	Complete	02/16/2016	02/19/2016
229967	NATE	GUMETT	900000285	Opt Out	Complete	02/22/2016	02/24/2016
114621	STEPHANIE	SCHULTZ	900000286	Opt Out	Complete	02/18/2016	02/24/2016
12337	MOJTABA	YOUSSEFI	900000287	Opt Out	Complete	02/19/2016	02/24/2016
159580	AMER	ABUNIE	900000288	Opt Out	Complete	02/18/2016	02/24/2016
222265	LEON	MOODY	900000289	Opt Out	Complete	02/18/2016	02/24/2016
184709	BRADLEY	VIALPANDO	900000290	Opt Out	Complete	02/18/2016	02/24/2016
136324	DANIEL	MATHISEN	900000291	Opt Out	Complete	02/18/2016	02/24/2016
118974	NKAO	HER	900000292	Opt Out	Complete	02/18/2016	02/24/2016
219754	ROBERT	BROWN	900000293	Opt Out	Complete	02/18/2016	02/24/2016
196246	LORRIANN	MARSHALL	900000294	Opt Out	Complete	02/22/2016	02/24/2016
160383	STEVEN	CLARY	900000295	Opt Out	Complete	02/22/2016	02/24/2016
71464	EDUARDO	LOPEZ	900000296	Opt Out	Complete	02/22/2016	02/24/2016
72355	TEKOA	CAMPBELL	900000297	Opt Out	Complete	02/22/2016	02/24/2016
49776	STEPHANIE	REYES	900000298	Opt Out	Complete	02/22/2016	02/24/2016
90760	ROCIO	REYES	900000299	Opt Out	Complete	02/22/2016	02/24/2016
82060	DANIEL	JANSEN	900000300	Opt Out	Complete	02/22/2016	02/24/2016
34976	RONALD	LOGAN	900000301	Opt Out	Complete	02/22/2016	02/24/2016
200647	PHILIP	KUHN	900000302	Opt Out	Complete	02/22/2016	02/24/2016
172704	FERNANDO	LUMBRERAS CRUZ	900000303	Opt Out	Complete	02/22/2016	02/24/2016
171254	PATRICIA	NELLOR	900000304	Opt Out	Complete	02/22/2016	02/24/2016
196740	MARQUITA	MATHEWS	900000305	Opt Out	Complete	02/22/2016	02/24/2016
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114063	SHERRY	RUSSELL	900000307	Opt Out	Complete	02/23/2016	02/25/2016
224058	JACQUELINE	REIFF	900000308	Opt Out	Complete	02/23/2016	02/25/2016



117610	LIANA	POPE	900000309	Opt Out	Complete	02/23/2016	02/25/2016
38768	JEFFREY	LANGEWISCH	900000310	Opt Out	Complete	02/23/2016	02/25/2016
223895	KAREN	BOLICK	900000311	Opt Out	Complete	02/22/2016	02/25/2016
15393	DAVID	YANG	900000312	Opt Out	Complete	02/22/2016	02/25/2016
113321	JANA	CRJEL	900000313	Opt Out	Complete	02/23/2016	02/25/2016
151602	ANUPAMA	KOTHA	900000314	Opt Out	Complete	02/22/2016	02/25/2016
168429	DAYAMI	RODRIGUEZ	900000315	Opt Out	Complete	02/10/2016	02/25/2016
83880	FELIPE	SALAZAR	900000316	Opt Out	Complete	02/23/2016	02/25/2016
108032	STEPHEN	WALLER	900000317	Opt Out	Complete	02/23/2016	02/25/2016
76017	JO	ANN BINGHAM	900000318	Opt Out	Complete	02/23/2016	02/25/2016
212031	JENNIFER	ZBRANEK	900000319	Opt Out	Complete	02/22/2016	02/25/2016
174029	CHRISTOPHER	SANCHEZ	900000320	Opt Out	Complete	02/22/2016	02/25/2016
216376	KYLEE	MILLER	900000321	Opt Out	Complete	02/22/2016	02/25/2016
146689	KAREN	MOHIUDDIN	900000322	Opt Out	Complete	02/22/2016	02/25/2016
74605	CINDY	FINLEY	900000323	Opt Out	Complete	02/22/2016	02/25/2016
96044	SRAVAN	BUSIREDDY	900000324	Opt Out	Complete	02/22/2016	02/25/2016
189323	DARRYL	RYAN	900000325	Opt Out	Complete	02/22/2016	02/25/2016
29550	EMILY	CLARK	900000326	Opt Out	Complete	02/22/2016	02/25/2016
111197	KYLE	FLANN	900000327	Opt Out	Complete	02/23/2016	02/25/2016
124623	KEITH	OLMSTEAD	900000328	Opt Out	Complete	02/10/2016	02/25/2016
77330	KATE	THORSON	900000329	Opt Out	Complete	02/22/2016	02/25/2016
48644	GEORGHIOS	STAVROU	900000330	Opt Out	Complete	02/22/2016	02/25/2016
140708	PETER	TOWNSEND	900000331	Opt Out	Complete	02/22/2016	02/25/2016
86890	CHANTIL	DELGADO	900000332	Opt Out	Complete	02/19/2016	02/25/2016
224899	MOJGAN	IZADI	900000333	Opt Out	Complete	02/22/2016	02/25/2016
82070	ALLEN	MOOSAKHANIAN	900000334	Opt Out	Complete	02/22/2016	02/25/2016
81693	CLAIRIS	STFLEUR	900000335	Opt Out	Complete	02/10/2016	02/25/2016
111090	DANA	JONES	900000336	Opt Out	Complete	02/22/2016	02/25/2016
82236	DIMITRINKA	TRIFONOVA	900000337	Opt Out	Complete	02/22/2016	02/25/2016
38328	ELENI	THOMAS	900000338	Opt Out	Complete	02/22/2016	02/25/2016
213138	VEERA	PANDIAN	900000339	Opt Out	Complete	02/22/2016	02/25/2016
44904	JESUS	HERRERA	900000340	Opt Out	Complete	02/23/2016	02/25/2016
214296	JENNIFER	MACKENZIE	900000341	Opt Out	Complete	02/23/2016	02/25/2016
146532	CLINT	HOVDE	900000342	Opt Out	Complete	02/23/2016	02/25/2016
226735	LANA	GOEPEL	900000343	Opt Out	Complete	02/23/2016	02/25/2016
52041	RONALD	HILLMER	900000344	Opt Out	Complete	02/23/2016	02/25/2016
190813	STEVEN	CASSELLIUS	900000345	Opt Out	Complete	02/23/2016	02/25/2016
29271	VINAY	KALUVALA	900000346	Opt Out	Complete	02/23/2016	02/25/2016
93847	IVAN	GOVEA	900000348	Opt Out	Complete	02/23/2016	02/25/2016
200997	ESTEFANY	MURIEL	900000349	Opt Out	Complete	02/23/2016	02/25/2016
34046	RYAN	SLIGH	900000350	Opt Out	Complete	02/23/2016	02/25/2016
51321	DAVID	CORDERO	900000351	Opt Out	Complete	02/23/2016	02/25/2016
222530	CHYANNE	MCGRAW	900000352	Opt Out	Complete	02/23/2016	02/26/2016
189873	BRITTNEY	STEWART	900000353	Opt Out	Complete	02/23/2016	02/26/2016
43265	DEVONNA	DAVIS	900000354	Opt Out	Complete	02/23/2016	02/26/2016
150993	VICTORIA	WESTMORELAND	900000355	Opt Out	Complete	02/23/2016	02/26/2016
183457	MAKAYLIN	GOOLEY	900000356	Opt Out	Complete	02/22/2016	02/26/2016
113662	TODD	MCCROSKEY	900000357	Opt Out	Complete	02/23/2016	02/26/2016
20697	ANDREA	FAULKNER	900000358	Opt Out	Complete	02/23/2016	02/26/2016



27101	ALISA	HANEBECK	900000360	Opt Out	Complete	02/23/2016	02/26/2016
71394	DAWN	MITCHELL	900000361	Opt Out	Complete	02/23/2016	02/26/2016
48505	MICHELLE	BUGENSKI	900000363	Opt Out	Complete	02/23/2016	02/26/2016
23066	THOMASA	SPENCER	900000364	Opt Out	Complete	02/23/2016	02/26/2016
196505	MEGAN	KENNEDY	900000365	Opt Out	Complete	02/23/2016	02/26/2016
969	GABRIELA	ARELLANO	900000367	Opt Out	Complete	02/23/2016	02/26/2016
17685	ESTEFANY	MURIEL FERNANDEZ	900000368	Opt Out	Complete	02/23/2016	02/26/2016
89469	HOLLY	WILLIAMS	900000369	Opt Out	Complete	02/23/2016	02/26/2016
229968	ELIZABETH	WILSON	900000370	Opt Out	Complete	02/23/2016	02/26/2016
34926	KENNETH	JORDAN	900000371	Opt Out	Complete	02/23/2016	02/26/2016
42415	RACHEL	MAI	900000372	Opt Out	Complete	02/23/2016	02/26/2016
229969	BRITTANY	MALESA	900000373	Opt Out	Complete	02/23/2016	02/26/2016
23761	GEAN	DELA CRUZ	900000374	Opt Out	Complete	02/23/2016	02/26/2016
153512	NANCY	LIMA	900000375	Opt Out	Complete	02/23/2016	02/26/2016
9320	GINA	ARIAS	900000376	Opt Out	Complete	02/23/2016	02/26/2016
76411	AHMED	SHALABY	900000377	Opt Out	Complete	02/23/2016	02/26/2016
212896	MARY	WARSTLER	900000378	Opt Out	Complete	02/23/2016	02/26/2016
210103	SONAM	SHAH	900000379	Opt Out	Complete	02/23/2016	02/26/2016
55983	PRATHAMAKSHARI	KOTE	900000380	Opt Out	Complete	02/23/2016	02/26/2016
55527	HEATHER	SLUSSER	900000381	Opt Out	Complete	02/23/2016	02/26/2016
219649	ANNELIESE	KRESS	900000382	Opt Out	Complete	02/23/2016	02/26/2016
210485	ERIKA	KING	900000383	Opt Out	Complete	02/23/2016	02/26/2016
207666	VINOTHKUMAR	RAJASEKAR	900000384	Opt Out	Complete	02/23/2016	02/26/2016
196094	HECTOR	TELLO		Opt Out	Complete	02/24/2016	02/26/2016